INDEX FOR 1999

Key to Pagination

Issue No.	*Pages*	*Issue No.*	*Pages*
1	1–270	3	557–840
2	271–556	4	841–1120

Articles

BACHIOCHI, PETER (See Highhouse) 425

BARBER, ALISON E., WESSON, MICHAEL J., ROBERSON, QUINETTA M., and TAYLOR, M. SUSAN *A Tale of Two Job Markets: Organizational Size and Its Effects on Hiring Practices and Job Search Behavior* 841

BARON, HELEN (See Ryan) 359

BARRICK, MURRAY R. (See Judge) 621

BENNETT JR., WINSTON R. (see Sawyer) 927

BOBKO, PHILLIP, ROTH, PHILLIP L., and POTOSKY, DENISE *Derivation and Implications of a Meta-Analytic Matrix Incorporating Cognitive Ability, Alternative Predictors, and Job Performance.* 561

BRACKER, JEFFREY S. (See Hom) 97

BRETZ, ROBERT D. (See Rynes) 869

BRTEK, MARY D. (See Edwards) 305

BUNCE, LARRY W. (See Wanberg) 59

CARLSON, KEVIN D., SCULLEN, STEVEN E., SCHMIDT, FRANK L., ROTHSTEIN, HANNAH, and ERWIN, FRANK *Generalizable Biographical Data Validity Can Be Achieved Without Multi-Organizational Development and Keying.* 731

CHAN, DAVID (See Ryan) 37

CHEUNG, GORDON W. *Multifaceted Conceptions of Self–Other Ratings Disagreement* 1

DE FRUYT, FILIP, and MERVIELDE, IVAN *RIASEC Types and Big Five Traits as Predictors of Employment Status and Nature of Employment.* 701

EDDY, ERIK R., STONE, DIANNA L., and STONE-ROMERO, EUGENE F. *The Effects of Information Management Policies on Reactions to Human Resource Information Systems: An Integration of Privacy and Procedural Justice Perspectives.* 335

EDWARDS, JEFFREY R., SCULLY, JUDITH A., and BRTEK, MARY D. *The Measurement of Work: Hierchical Representation of the Multimethod Job Design Questionnaire.* 305

ELDER, ALLISON E. (See Highhouse) 425

ERWIN, FRANK (See Carlson) 731

FARMER, STEVEN M. (See Tierney) 591

FERSTL, KERRI L. (See Johnson) 271

FISHER, GWENITH (See Highhouse) 425
GAINEY, THOMAS W. (See Klaas) 113
GAVIN, MARK B. 59
GRAEN, GEORGE B. (See Tierney) 591
GRIFFITH, ROGER W. (See Hom) 97
HACKETT, RICK (See Taggar) 899
HIGGINS, CHAD A. (See Judge) 621
HIGHHOUSE, SCOTT, ZICKAR, MICHAEL J., THORSTEINSON, TODD J., STIERWALT, SANDRA L., and SLAUGHTER, JEREL E. *Assessing Company Employment Image: An Example in the Fast Food Industry* 151
HIGHHOUSE, SCOTT, STIERWALT, SANDRA L., BACHIOCHI, PETER, ELDER, ALLISON E., and FISHER, GWENITH *Effects of Advertised Human Resource Management Practices on Attraction of African American Applicants.* 425
HOFFMAN, CALVIN C. *Generalizing Physical Ability Test Validity: A Case Study Using Test Transportability, Validity Generalization, and Construct-Related Validation Evidence.* 1019
HOM, PETER W., GRIFFITH, ROGER W., PALICH, LESLIE E., and BRACKER, JEFFREY S. *Revisiting Met Expectations as a Reason Why Realistic Job Previews Work.* 97
IRVING, P. GREGORY, and MEYER, JOHN P. *On Using Residual Difference Scores in the Measurement of Congruence: The Case of Met Expectations Research* 85
JOHNSON, JEFF W., and FERSTL, KERRI L. *The Effects of Interrater and Self–Other Agreement on Performance Improvement Following Upward Feedback.* 271
JONES, CASEY (See Weekley) 679
JUDGE, TIMOTHY A., HIGGINS, CHAD A., THORESON, CARL J., and BARRICK, MURRAY R. *The Big Five Personality Traits, General Mental Ability, and Career Success Across the Life Span.* . 621
KELLY, MARY L. (See McManus) 137
KLAAS, BRIAN S., MCCLENDON, JOHN, and GAINEY, THOMAS W. *HR Outsourcing and Its Impact: The Role of Transaction Costs* 113
LATHAM, WILLIAM R. (see Sawyer) 927
MCCLENDON, JOHN (See Klaas) 113
MCFARLAND, LYNN (See Ryan) 359
MCMANUS, MARGARET A., and KELLY, MARY L. *Personality Measures and Biodata: Evidence Regarding Their Incremental Predictive Value in the Life Insurance Industry* 137
MCNATT, D. BRIAN (See Rynes) 869
MERVIELDE, IVAN (See De Fruyt) 701
MEYER, JOHN P. (See Irving) 85
PAGE, RON (See Ryan) 359
PALICH, LESLIE E. (See Hom) 97
PLOYHART, ROBERT E. (See Ryan) 37
POTOSKY, DENISE (See Bobko) 561

PRITCHARD, ROBERT D. (see Sawyer) 927
RADER, MARK (See Schmidt) 445
ROBERSON, QUINETTA M. (see Barber) 841
ROEHLING, MARK V. *Weight-Based Discrimination in Employment: Psychological and Legal Aspects.* 969
ROTH, PHILLIP L. (See Bobko) 561
ROTHSTEIN, HANNAH (See Carlson) 731
RYAN, ANN MARIE, CHAN, DAVID, PLOYHART, ROBERT E., and SLADE, L. ALLEN *Employee Attitude Surveys in a Multinational Organization: Considering Language and Culture in Assessing Measurement Equivalence* 37
RYAN, ANN MARIE, MCFARLAND, LYNN, BARON, HELEN, and PAGE, RON *An International Look at Selection Practices: Nation and Culture as Explanations for Variability in Practice.* 359
RYNES, SARA L., MCNATT, D. BRIAN, and BRETZ, ROBERT D. *Academic Research Inside Organizations: Inputs, Processes, and Outcomes* 869
SAHA, SUDHIR (See Taggar) 899
SAWYER, JOHN E., LATHAM, WILLIAM R., PRITCHARD, ROBERT D., and BENNETT JR., WINSTON R. *Analysis of Work Group Productivity in an Applied Setting: Application of a Time Series Panel Design.* 927
SCHMIDT, FRANK L. and RADER, MARK *Exploring the Boundary Conditions for Interview Validity: Meta–Analytic Validity Findings for a New Interview Type.* 445
SCHMIDT, FRANK L. (See Carlson) 731
SCULLEN, STEVEN E. (See Carlson) 731
SCULLY, JUDITH A. (See Edwards) 305
SLADE, L. ALLEN (See Ryan) 37
SLAUGHTER, JEREL E. (See Highhouse) 151
SMITHER, JAMES W. (See Walker) 393
STIERWALT, SANDRA L. (See Highhouse) 151
STIERWALT, SANDRA L. (See Highhouse) 425
STONE, DIANNA L. (See Eddy) 335
STONE-ROMERO, EUGENE F. (See Eddy) 335
STUHLMACHER, ALICE F., and WALTERS, AMY E. *Gender Differences in Negotiation Outcome: A Meta-Analysis.* 653
TAGGAR, SIMON, HACKETT, RICK, and SAHA, SUDHIR *Leadership Emergence in Autonomous Work Teams: Antecedents and Outcomes* 899
TAYLOR, M. SUSAN (see Barber) 841
THORESEN, CARL J. (See Judge) 621
THORSTEINSON, TODD J. (See Highhouse) 151
TIERNEY, PAMELA, FARMER, STEVEN M., and GRAEN, GEORGE *An Examination of Leadership and Employee Creativity: The Relevance of Traits and Relationships.* 591

WALKER, ALAN G., and SMITHER, JAMES W. *A Five-Year Study of Upward Feedback: What Managers Do With Their Results Matters.* 393
WALTERS, AMY E. (See Stuhlmacher) 653
WANBERG, CONNIE R., BUNCE, LARRY W., and GAVIN, MARK B. *Perceived Fairness of Layoffs Among Individuals Who Have Been Laid Off: A Longitudinal Study* 59
WEEKLEY, JEFF A., and JONES, CASEY *Further Studies of Situational Tests.* 679
WESSON, MICHAEL J. (see Barber) 841
ZICKAR, MICHAEL J. (See Highhouse) 151

Book Reviews

ADAMS, GUY B., and BALFOUR, DANNY L. *Unmasking Administrative Evil.*
Reviewed by Victoria Buenger 479
ALDEN, JAY. *A Trainers' Guide to Web-Based Instruction.*
Reviewed by George M. Piskurich 822
BAIRD, JONATHAN *Day Job: A Workplace Reader for the Restless Age.*
Reviewed by Stéphane Brutus 1071
BARBER, ALISON E. *Recruiting Employees: Individual and Organizational Perspectives.*
Reviewed by John A. Lust 513
BEYERLAIN, MICHAEL M., and JOHNSON, DOUGLAS A. (Editors). *Advances in Interdisciplinary Studies of Work Teams, Vol. 4.*
Reviewed by Stephen B. Knouse 191
BRETHOWER, DALE, and SMALLEY, KAROLYN. *Performance-Based Instruction: Linking Training to Business Results.*
Reviewed by Donald L. Harville 824
BRIEF, ARTHUR P. *Attitudes In and Around Organizations.*
Reviewed by Stephan J. Motowidlo 810
BYRNE, BARBARA M. *Structural Equation Modeling with LISREL, PRELIS, and SIMPLIS: Basic Concepts, Applications, and Programming.*
Reviewed by J. Matthew Beaubien 827
CANNON-BOWERS, JANIS, and SALAS, EDUARDO (Editors). *Making Decisions Under Stress: Implications for Individual and Team Training.*
Reviewed by Alan Auerbach 1050
CAPPELLI, PETER *The New Deal at Work: Managing the Market-Driven Workforce.*
Reviewed by John J. Lawler 1058
CARRISON, DAN, and WALSH, ROD. *Semper Fi: Business Leadership the Marine Corps Way.*
Reviewed by Mark L. Lengnick-Hall 813

CONGER, JAY A., and KANUNGO, RABINDRA N. *Charismatic Leadership in Organizations.*
Reviewed by Linda A. Hill 767
CONGER, JAY A., SPREITZER, GRETCHEN M., and LAWLER III, EDWARD E. (Editors). *The Leader's Change Handbook: An Essential Guide to Setting Direction and Taking Action.*
Reviewed by Mitchell L. Marks 1081
DAVIS, STAN, and MEYER, CHRISTOPHER. *BLUR: The Speed of Change in the Connected Economy.*
Reviewed by Eric A. Surface 196
DEAL, TERRENCE E., and KEY, M.K. *Corporate Celebration: Play, Purpose, and Profit at Work.*
Reviewed by Mitchell Lee Marks 488
DE BEAUPORT, ELAINE. *The Three Faces of Mind: Developing Your Mental, Emotional, and Behavioral Intelligences.*
Reviewed by David Hardy 783
DESIMONE, RANDY L., and HARRIS, DAVID M. *Human Resource Development (2nd ed.).*
Reviewed by Robert Fitzpatrick 232
DOTLICH, DAVID L., and NOEL, JAMES L. *Action Learning: How the World's Top Companies Are Re-creating Their Leaders and Themselves.*
Reviewed by Jeanne Carsten and LeAnne E. Bennett 247
DRENTH, PIETER J.D, THIERRY, HENK, and DE WOLFF, CHARLES J. (Editors). *Handbook of Work and Organizational Psychology (2nd ed.).*
Vol. 1: Introduction to Work and Organizational Psychology.
Reviewed by Lynn Summers 490
Vol. 2: Work Psychology.
Reviewed by Alan Auerbach 492
Vol. 3: Personnel Psychology.
Reviewed by Theodore L. Hayes 495
Vol. 4: Organizational Psychology.
Reviewed by Paul Jackson 498
EARLY, P. CHRISTOPHER, and EREZ, MIRIAM. (Editors). *New Perspectives on International Industrial/Organizational Psychology.*
Reviewed by Claude Lévy-Leboyer 199
EQS for Windows (Version 5).
Reviewed by Chockalingam Viswesvaran 258
EYSENCK, HANS J. *Intelligence: A New Look.*
Reviewed by Malcolm James Ree 1091
FERRIS, GERALD R. (Editor). *Research in Personnel and Human Resources Management, vol. 16.*
Reviewed by Stephen B. Knouse 801
FIELDING, HELEN *Bridget Jones's Diary.*
Reviewed by Penny Dick 485

FRIEDMAN, STEWART D., DEGROOT, JESSICA, and CHRISTENSEN, PERRY M. *Integrating Work and Life: The Wharton Resource Guide.*
Reviewed by Jay C. Thomas 482
FOLGER, ROBERT, and CROPANZANO, RUSSELL. *Organizational Justice and Human Resource Management.*
Reviewed by Lynn Harland 215
GARRISON, DEBORAH. *A Working Girl Can't Win.*
Reviewed by Sally Buckner 213
GELLERMAN, SAUL W. *How People Work: Psychological Approaches to Management Problems.*
Reviewed by Rick Tallarigo 1078
GILLEY, JERRY W., BOUGHTON, NATHANIEL W., and MAYCUNICH, ANN *The Performance Challenge: Developing Management Systems to Make Employees Your Organization's Greatest Asset.*
Reviewed by Jon M. Werner 1073
GOLEMAN, DANIEL. *Working with Emotional Intelligence.*
Reviewed by Robert J. Sternberg 780
GREENLEAF, ROBERT K. (Edited by Larry C. Spears). *The Power of Servant Leadership.*
Reviewed by Gary B. Brumback 807
GRIFFIN, RICKY W. O'LEARY-KELLY, ANN, and COLLINS, JUDITH M. (Editors). *Dysfunctional Behavior in Organizations, Part A: Violent and Deviant Behavior in Organizations, Part B: Non-Violent Dysfunctional Behavior in Organizations.*
Reviewed by Robert G. Jones 771
GUERRIERO, JANICE M., and ALLEN, ROBERT GLEN *Key Questions in Career Counseling: Techniques to Deliver Effective Career Counseling Services.*
Reviewed by Anthony R. Montebello 521
HAGAN, JOHN, (Editor) and COOK, KAREN S. (Associate Editor). *Annual Review of Sociology, Volume 23, 1997.*
Reviewed by James A. Wilson 253
HARRIS, JIM, and BRANNICK, JOAN *Finding and Keeping Great Employees.*
Reviewed by Michael J. Zickar 1057
HARRISON, MICHAEL I., and SHIROM, ARIE. *Organizational Diagnosis and Assessment: Bridging Theory and Practice.*
Reviewed by Sandra A. McIntire 786
HASKELL, ROBERT E. *Reengineering Corporate Training.*
Reviewed by Eugene Schmuckler 250
HOLTON, ELWOOD F III *Leading Organizational Change.*
Reviewed by George M. Piskurich 206
HUBBARTT, WILLIAM S. *The New Battle Over Workplace Privacy.*
Reviewed by Alan Clardy 777

HULTMAN, KEN. *Making Change Irresistible: Overcoming Resistance to Change in Your Organization.*
Reviewed by Ira J. Morrow 816
HUNT, MORTON *The New Know-Nothings: The Political Foes of the Scientific Study of Human Nature.*
Reviewed by Theodore L. Hayes 1054
IMPARA, JAMES C., and PLAKE, BARBARA S. (Editors). *The Thirteenth Mental Measurements Yearbook.*
Reviewed by Chockalingam Viswesvaran 798
JEANNERET, RICHARD, and SILZER, ROB (Editors). *Individual Psychological Assessment: Predicting Behavior in Organizational Settings.*
Reviewed by Seymour Adler 506
JENSEN, ARTHUR R. *The g Factor: The Science of Mental Ability.*
Reviewed by Malcolm Ree 469
Reviewed by Robert J. Sternberg 471
JEX, STEVE M. *Stress and Job Performance: Theory, Research, and Implications for Managerial Practice.*
Reviewed by Céleste M. Brotheridge 1086
KELLY, PATRICK *Faster Company: Building the World's Nuttiest Turn-on-a-Dime Home-Grown Billion-Dollar Business.*
Reviewed by Jeffrey Pfeffer 500
KENNEDY, GAVIN *The New Negotiating Edge: The Behavioral Approach for Results and Relationships.*
Reviewed by John R. Ogilvie 1062
KLEIN, GARY *Sources of Power: How People Make Decisions.*
Reviewed by John J. Lawler 515
KOCHEN, THOMAS A., LANSBURY, RUSSELL D., and MACDUFFIE, JOHN PAUL. (Editors). *After Lean Production: Evolving Employment Practices in the World Auto Industry.*
Reviewed by Alan Clardy 221
LEVY-LEBOYER, CLAUDE. *La Motivation dans l'Entreprise. Modèles et Strategies [Motivation in the Business Enterprise: Models and Strategies].*
Reviewed by Bernhard Wilpert 208
LEWIS, GERALD W., and ZARE, NANCY C. *Workplace Hostility: Myth and Reality.*
Reviewed by Jay C. Thomas 1094
LINDER, MARC, and NYGAARD, INGRID. *Void Where Prohibited: Rest Breaks and the Right to Urinate on Company Time.*
Reviewed by Mark Lengnick-Hall 218
LONDON, MANUEL. *Career Barriers: How People Experience, Overcome, and Avoid Failure.*
Reviewed by Paul W. Thayer 241
LOWENBURG, GEULA, and CONRAD, KELLY A. *Current Perspectives in Industrial-Organizational Psychology.*
Reviewed by John R. Ogilvie 542

LOWMAN, RODNEY L. (Editor). *The Ethical Practice of Psychology in Organizations.*
Reviewed by Anthony F. Buono 503
MANZ, CHARLES C. *The Leadership Wisdom of Jesus: Practical Lessons for Today.*
Reviewed by Jeffrey G. DeYoe and Gary W. Brumback. 185
MARKS, MITCHELL LEE, and MIRVIS, PHILLIP H. *Joining Forces: Making One Plus One Equal Three in Mergers, Acquisitions, and Alliances.*
Reviewed by Stephen Hrop 194
MARQUARDT, MICHAEL J. *Action Learning in Action: Transforming Problems and People for World-Class Organizational Learning.*
Reviewed by Allison Rossett 1100
MCCAULEY, CYNTHIA M., MOXLEY, RUSS S., and VAN VELSOR, ELLEN *The Center for Creative Leadership Handbook of Leadership Development.*
Reviewed by David W. Bracken 476
MCELROY, WENDY *The Reasonable Woman: A Guide to Intellectual Survival.*
Reviewed by Céleste M. Brotheridge 524
MEISTER, JEANNE C. *Corporate Universities: Lessons in Building a World-Class Work Force (revised).*
Reviewed by Janet L. Kottke 530
MENDELSON, HAIM, and ZEIGLER, JOHANNES *Survival of the Smartest: Managing Information for Rapid Action and World-Class Performance.*
Reviewed by Gary B. Brumback 1068
MILANO, MICHAEL, and ULLIUS, DIANE *Designing Powerful Training: The Sequential-Iterative Model.*
Reviewed by Joyce E. A. Russell 533
MITROFF, IAN *Smart Thinking for Crazy Times: The Art of Solving the Right Problems.*
Reviewed by Karen E. May 518
MONE, EDWARD M., and LONDON, MANUEL (Editors). *HR to the Rescue: Case Studies of HR Solutions to Business Challenges.*
Reviewed by Stephen Hrop 761
MURPHY, KEVIN R., and MYORS, BRETT *Statistical Power Analysis: A Simple and General Model for Traditional and Modern Hypothesis Tests.*
Reviewed by Michael J. Zickar 539
NORMAN, DONALD A. *The Invisible Computer: Why Good Products Can Fail, the Personal Computer is so Complex, and Information Appliances are the Solution.*
Reviewed by Richard Blackburn 789
PARDEEK, UDAI *Training Instruments for Human Resource Development.*
Reviewed by V.K. Kumar 1101

PARKER, SHARON, and WALL, TOBY *Job and Work Design: Organizing Work to Promote Well-Being and Effectiveness.*
Reviewed by Rick Tallarigo 510
PASMORE, WILLIAM A., and WOODMAN, RICHARD W. (Editors). *Research in Organizational Change and Development, Volume 10.*
Reviewed by Robert G. Jones 202
PISKURICH, GEORGE M. *An Organizational Guide to Telecommuting: Setting Up and Running a Successful Telecommuter Program.*
Reviewed by Ira J. Morrow 229
POWERS, DENNIS M. *The Office Romance: Playing With Fire Without Getting Burned.*
Reviewed by Gary W. Yunker and Barbara D. Yunker..... 1084
QUIÑONES, MIGUEL A., and EHRENSTEIN, ADDIE. (Editors). *Training for a Rapidly Changing Workplace: Applications of Psychological Research.*
Reviewed by Joyce E. A. Russell..... 244
ROSSETT, ALLISON. *First Things Fast: A Handbook for Performance Analysis.*
Reviewed by Cathy Keenan 819
ROTHGATTER, TALIB, and VAYA, ENRIQUE CARBONELL. (Editors). *Traffic and Transport Psychology: Theory and Application.*
Reviewed by Timothy D. Ludwig..... 225
ROWE, JOHN W. , and KAHN, ROBERT L. *Successful Aging.*
Reviewed by Paul W. Thayer 764
ROY, WILLIAM G. *Socializing Capital: The Rise of the Large Industrial Corporation in America.*
Reviewed by Victoria Buenger..... 804
SANDOVAL, JONATHAN, FRISBY, CRAIG L., GEISINGER, KURT R., SCHEUNEMAN, JANICE DOWD, and GRENIER, JULIE RAMOS (Editors). *Test Interpretation and Diversity: Achieving Equity in Assessment.*
Reviewed by Robert M. Guion 795
SCHMINKE, MARSHALL (Editor). *Managerial Ethics: Moral Management of People and Processes.*
Reviewed by Kathie L. Pelletier and Janet L. Kottke 1097
SCHMITT, NEAL, and CHAN, DAVID. *Personnel Selection: A Theoretical Approach.*
Reviewed by Robert Fitzpatrick..... 792
SCHOLTES, PETER *The Leader's Handbook: A Guide to Inspiring Your People and Managing the Daily Workflow.*
Reviewed by Littleton M. Maxwell 545
SENNETT, RICHARD. *The Corrosion of Character: The Personal Consequences of Work in the New Capitalism.*
Reviewed by Lynn Harland 775
SILBERMAN, MEL *Active Training: A Handbook of Techniques, Designs, Case Examples, and Tips.*
Reviewed by Brian S. Patterson..... 536

SIMONSON, PEGGY. *Promoting a Development Culture in Your Organization: Using Career Development as a Change Agent.*
Reviewed by Anthony R. Montebello 238
SLAIKEU, KARL A., and HASSON, RALPH H. *Controlling the Costs of Conflict: How to Design a System for Your Organization.*
Reviewed by David W. Bracken 1065
SMITHER, JAMES W. (Editor). *Performance Appraisal: State of the Art in Practice.*
Reviewed by Peter Scholtes 177
Reviewed by Jeanette N. Cleveland 181
SPENCE, JANET T. (Editor), DARLEY, JOHN M., and FOSS, DONALD J. (Associate Editors). *Annual Review of Psychology, Vol. 50.*
Reviewed by Lynn Summers 830
SPSS for Windows 9.0.
Reviewed by John W. Fleenor 833
STONE, PHILLIP, and CANNON, MARK. (Editors). *Organizational Psychology.*
Reviewed by Lynn Summers 256
ULRICH, DAVE, ZENGER, JACK, and SMALLWOOD, NORMAN *Results-Based Leadership: How Leaders Build the Business and Improve the Bottom Line.*
Reviewed by Anthony F. Buono 1047
VALIAN, VIRGINIA *Why So Slow? The Advancement of Women.*
Reviewed by Gary W. Yunker and Barbara D. Yunker 527
WALDMAN, DAVID A. and ATWATER, LEANNE E. *The Power of 360° Feedback: How to Leverage Performance Evaluations for Top Productivity.*
Reviewed by Stéphane Brutus 235
YEATTS, DALE E., and HYTEN, CLOYD. *High-Performing Self-Managed Work Teams: A Comparison of Theory to Practice.*
Reviewed by Nigel Nicholson 188
ZIGON, JACK *How to Measure Employee Performance.*
Reviewed by John A. Lust 1089